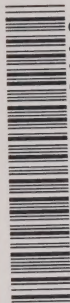


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Orders of the minimum wage board  
regarding the employment of  
women in the Province of Ontario









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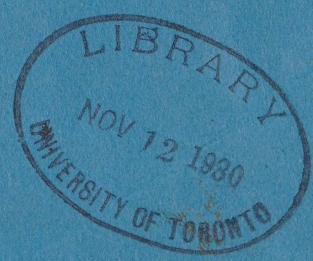
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**ORDERS**  
OF THE  
**MINIMUM WAGE BOARD**  
REGARDING THE  
**EMPLOYMENT OF WOMEN**  
IN THE  
**PROVINCE OF ONTARIO**  
(1926)











ONTARIO

# ORDERS

OF THE

## MINIMUM WAGE BOARD

REGARDING THE

## EMPLOYMENT OF WOMEN

IN THE

PROVINCE OF ONTARIO

THE BOARD

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L.F.P. & S. (Glasgow)  
Minister of Health and Labour.



# ORDERS

## OF THE MINIMUM WAGE BOARD

REGARDING

### THE EMPLOYMENT OF WOMEN IN THE PROVINCE OF ONTARIO

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In response to requests from several quarters the Minimum Wage Board is publishing this little volume containing the orders it has issued to date. They cover most of the trades employing women in Ontario. It will be remembered that the Minimum Wage law excludes women in domestic service or agriculture.

The Board consists of five members. Two of these, Miss Margaret Stephen, and Mr. H. G. Fester, represent employees. Two, Mrs. Lydia M. Parsons and Mr. R. A. Stapells, represent employers. The chairman is Dr. J. W. MacMillan. During more than five years the Board has acted in harmony and unanimity, having found a common basis in the principle underlying the law it administers, the right of a working woman to live from her work.

Each of the forty-one orders which have been issued has been framed with the assistance of representative employers and employees. In every case this co-operation has been readily given and the stamp of their joint approval is on every order. Doubtless this is the reason why the enforcement of the regulations contained in these orders has been, almost entirely, peaceful and amicable.

Further, each of these orders has been submitted to a public hearing, at which any one has been free to offer suggestions and criticisms. The Board knows that public opinion supports its efforts to protect the lower paid working women and feels itself in debt to many peoples of many different sorts, for friendly help given in many ways.

The Board is always ready to receive and investigate complaints as to infractions of its orders. It particularly invites any employee who may not be receiving the prescribed minimum wage rates to inform the Board. All complaints, from whatever source, are treated confidentially.

The lines drawn by the orders are not wage-rates but wage-limits. They protect wages from becoming subnormal, while leaving the whole region above these lines for the free play of wage-bargaining and the opportunity for promotion. Most employers, we find, do not need to be forced to pay wages above these lines, and thus an important result of the Board's activity is to protect firms of the better sort from those competitors who would, if allowed to do so, cut wages below the line of living costs.

The wage-limits have been reached through studies of the actual costs of living in the several districts of the Province. They are subject to annual revision by the Board.

The Board may issue permits for lower wages on behalf of aged or handicapped workers. It may also grant permits of variation or suspension of any of

its regulations in case of exceptional conditions. Employers or employees are invited to consult the Board regarding any problems which these orders may concern.

So many inquiries are received respecting the wages of men and boys that it seems necessary here to remind the readers of this booklet that the Minimum Wage law of Ontario applies only to women and girls.

## LAUNDRIES, DYE WORKS AND DRY CLEANING ESTABLISHMENTS.

### ORDER No. 31

This Order includes and supersedes Orders Nos. 1, 4, and 5, which had gone into force in 1921. Order No. 31 is dated March 1st, 1924.

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population Groups	Experienced Workers	Inexperienced Adults (Over 18 years)	Young Girls (under 18 years)
Toronto.....	\$12 00	3 mos. at \$10 00 3 " " 11 00	6 mos. at \$9 00 6 " " 10 00 6 " " 11 00
Cities over 30,000 excepting Toronto.....	\$12 00	3 mos. at \$10 00 3 " " 11 00	6 mos. at \$7 00 6 " " 8 50 6 " " 10 00
The rest of the Province.....	\$11 00	3 mos. at \$9 00 3 " " 10 00	6 mos. at \$7 00 6 " " 8 50 6 " " 10 00

No worker who begins as a young girl shall, after reaching the age of eighteen years, receive less than the wages prescribed for an inexperienced adult. If she has been employed in the industry for a year or more before reaching the age of 18 years, she shall be considered an experienced adult upon reaching the age of 18 years.

(2) *Maximum of Inexperienced Employees*.—Not more than 25 per cent (25%) of the total female employees in any establishment shall be either inexperienced adults or young girls.

(3) *Hours of Work*.—(a) The work-period for which these minimum wages shall be paid shall not be less than 44 nor more than 50 hours per week.

(b) Work in excess of 50 hours per week shall be counted as overtime and shall be paid for at not less than the minimum wage rates fixed by this order, reckoned on the basis of a 50-hour week.

(c) Work for less than 44 hours per week may be counted as short-time, and shall be paid for at not less than the minimum wage rates fixed by this order, reckoned proportionately to the regular weekly work-period in the establishment.

(d) The wage minimums shall be payable for the work-period in any establishment within the limits of from 44 to 50 hours per week. Any worker losing time during the operation of an establishment may be paid proportionately for the actual number of hours worked.

(4) *Board Allowance*.—In cities of more than 30,000 population lodging shall not be charged for in excess of a rate of \$2.00 per week; nor board in excess of a rate of \$5.00 per week; not single meals in excess of a rate of 25 cents per meal.



In the rest of the province lodging shall not be charged for in excess of a rate of \$1.50 per week; nor board in excess of a rate of \$4.50 per week; nor single meals in excess of a rate of 25 cents per meal.

(5) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(6) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

## RETAIL STORES

### ORDER NO. 3.

#### In the City of Toronto

(1) *Minimum Wage*.—No experienced female employee of 18 years or over shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Inexperienced Adults*.—No inexperienced female employee of 18 years or over shall be paid wages at less than the rate of Ten Dollars (\$10.00) per week for the first six months of her employment in the industry, and of Eleven Dollars (\$11.00) for the second six months, after which period of one year she shall be considered an experienced adult employee.

(3) *Young Girls*.—No young girl under the age of 18 years shall be paid wages at a less rate than that set forth in the following schedule:

(a) No young girl of 14 or 15 years of age at the time of commencing in the industry shall be paid wages at less than the rate of Seven Dollars (\$7.00) per week until reaching the age of 16 years, when she shall be considered as commencing work and shall be governed by section (b) of this regulation.

(b) No young girl of the age of 16 years at the time of commencing work in the industry shall be paid wages at less than the rate of Eight Dollars (\$8.00) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months and shall reach the full minimum for experienced adults at the end of two years.

(c) No young girl of the age of 16 years and six months at the time of commencing work in the industry shall be paid wages at less than the rate of Eight Dollars and Fifty Cents (\$8.50) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months, and shall reach the full minimum for experienced adults at the end of eighteen months.

(d) No young girl of the age of 17 years at the time of commencing work in the industry shall be paid wages at less than the rate of Nine Dollars (\$9.00) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months, and shall reach the full minimum for experienced adults at the end of eighteen months.

(e) No young girl of the age of 17 years and six months at the time of commencing work in the industry shall be paid wages at less than the rate of Nine Dollars and Fifty Cents (\$9.50) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months, and shall reach the full minimum for experienced adults at the end of the year.

(f) An employee reaching the age of 18 years without experience in selling goods may be paid at a minimum wage rate of not less than Eleven Dollars (\$11.00) per week during the first six months as a saleswoman, at the end of which six months she shall receive the full minimum.

(4) *Maximum of Inexperienced Employees.*—The number of inexperienced adults or young girls shall in neither case exceed twenty-five per cent. (25%) of the total female working force, except where the total working force is less than four.

(5) *Part-time Payment.*—Females working for less than 36 hours in any one week may be considered to be part-time employees, and shall be paid at rates not less than the established minimum wage rate reckoned on an hourly basis for the time they have worked in proportion to the normal week in vogue in the store or shop.

This order went into force August 1st, 1921.

*Definition.*—This order governs the selling force, and includes cashiers, parcellers, messengers and other employees working with the saleswomen, and not on the office staffs.

#### ORDER NO. 6.

In Cities of over 50,000 population, excepting Toronto.

(1) *Minimum Wage.*—No experienced female employee of 18 years or over shall be paid wages at a less rate than Twelve Dollars (\$12.00) per week.

(2) *Inexperienced Adults.*—No inexperienced female employee of 18 years or over shall be paid wages at less than the rate of Ten Dollars (\$10.00) per week for the first six months of her employment in the industry, and of Eleven Dollars (\$11.00) for the second six months; after which period of one year she shall be considered an experienced adult employee.

(3) *Young Girls.*—No young girl under the age of 18 years shall be paid wages at a less rate than Eight Dollars (\$8.00) per week for the first six months, Nine Dollars (\$9.00) per week for the second six months, Ten Dollars (\$10.00) per week for the third six months, and Eleven Dollars (\$11.00) per week for the fourth six months of her employment in the industry, after which period of two years she shall be considered an experienced employee. This schedule may continue after the worker passes the age of eighteen years, but she shall in no case receive less than the wages prescribed for an inexperienced adult of her own age.

An employee reaching the age of eighteen years without experience in selling goods may be paid at a minimum wage rate of not less than Eleven Dollars (\$11.00) per week during the first six months as a saleswoman, at the end of which six months she shall receive the full minimum.

(4) *Maximum of Inexperienced Employees.*—The number of inexperienced adults or young girls shall in neither case exceed twenty-five per cent. (25%) of the total female working force, except where the total working force is less than four.

(5) *Part-time Payment.*—Females working for less than 36 hours in any one week may be considered to be part-time employees, and shall be paid at rates not less than the established minimum wage rate reckoned on an hourly



basis for the time they have worked in proportion to the normal week in vogue in the store or shop.

This order went into force November 15th, 1921.

*Definition.*—This order governs the selling force, and includes cashiers, parcellers, messengers and other employees working with the saleswomen and not on the office or operative staffs.

#### ORDER No. 10.

In retail stores throughout the Province, except in cities of more than 30,000 population.

(1) *Minimum Wage Rates.*—No wage shall be less per week than is set forth in the following table:

Population Groups	Experienced Workers (over 18 years)	Inexperienced Adults (over 18 years)	Young Girls (under 18 years)
In cities and towns between 10,000 and 30,000.....	\$11 00	6 mos. at \$9 00 6 " " 10 00	6 mos. at \$7 00 6 " " 8 00 6 " " 9 00 6 " " 10 00
In cities and towns between 4,000 and 10,000.....	\$10 00	6 mos. at \$8 00 6 " " 9 00	6 mos. at \$6 00 6 " " 7 00 6 " " 8 00 6 " " 9 00
In towns and villages between 1,000 and 4,000.....	\$9 00	All inexperienced 6 mos. at \$6 00 6 " " 7 00 6 " " 8 00	
All below 1,000 and rural parts.	\$8 00	6 " " \$6 00 6 " " 7 00	

(2) *Maximum of Inexperienced Employees.*—The number of inexperienced adults or young girls shall in neither case exceed twenty-five cent per (25%) of the total female working force except where the total working force is less than four.

(3) *Part-time Payment.*—Females working for less than 36 hours in any one week may be considered to be part-time employees, and shall be paid at rates not less than the established minimum wage rate reckoned on an hourly basis for the time they have worked in proportion to the normal week in vogue in the store or shop.

This order went into force April 17th, 1922.

*Definition.*—This order governs the selling force, and includes cashiers, parcellers, messengers and other employees working with the sales force, but not milliners, dressmakers, office workers, or factory workers.

## ORDER NO. 29.

Governing female employees in departmental stores having more than 150 female employees, in the City of Toronto.

(1) *Minimum*.—No experienced female employee of 18 years or over shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Inexperienced Adults*.—No inexperienced female employee of 18 years or over shall be paid wages at less than the rate of Ten Dollars (\$10.00) per week for the first six months of her employment in the industry, and of Eleven Dollars (\$11.00) for the second six months; after which period of one year she shall be considered an experienced adult employee.

(3) *Young Girls*.—No young girl under the age of 18 years shall be paid wages at a less rate than that set forth in the following schedule:

(a) No young girl of the age of 16 years at the time of commencing work in the industry shall be paid wages at less than the rate of Eight Dollars (\$8.00) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months, and shall reach the full minimum for experienced adults at the end of two years.

(b) No young girl of the age of 16 years and six months at the time of commencing work in the industry shall be paid wages at less than the rate of Eight Dollars and Fifty Cents (\$8.50) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months and shall reach the full minimum for experienced adults at the end of eighteen months.

(c) No young girl at the age of 17 years at the time of commencing work in the industry shall be paid wages at less than the rate of Nine Dollars (\$9.00) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months and shall reach the full minimum for experienced adults at the end of eighteen months.

(d) No young girl at the age of 17 years and six months at the time of commencing work in the industry shall be paid wages at less than the rate of Nine Dollars and Fifty Cents (\$9.50) per week, which minimum shall increase not less than One Dollar (\$1.00) at the end of each successive six months and shall reach the full minimum for experienced adults at the end of the year.

(e) An employee reaching the age of 18 years without experience in selling goods may be paid at a minimum wage rate of not less than Eleven Dollars (\$11.00) per week during the first six months as a saleswoman, at the end of which six months she shall receive the full minimum.

(4) *Maximum of Inexperienced Employees*.—The number of inexperienced adults or young girls shall in neither case exceed twenty-five per cent. (25%) of the total female working force.

(5) *Part-time Payment*.—Females working for less than 36 hours in any one week may be considered to be part-time employees, and shall be paid at rates not less than the established minimum wage rate reckoned on an hourly basis for the time they have worked in proportion to the normal week in vogue in the store or shop.

This order went into force September 1st, 1923.

*Definition*.—This order governs the selling, office, and mail order employees, but not the restaurant or operative employees.



## TELEPHONES

## ORDER NO. 11.

In urban populations of 4,000 or more.

(1) *Table of Minimum Weekly Wage Rates:*

Population groups	Experienced Workers (over 18 years)	Inexperienced adults (over 18 years)	Young girls (under 18 years)
Toronto.....	\$12 50	6 mos. at \$10 00 6 " " 11 00	6 mos. at \$ 8 00 6 " " 9 00 6 " " 10 00 6 " " 11 00
Other cities over 30,000 population.....	\$12 00	6 mos. at \$10 00 6 " " 11 00	6 mos. at \$ 8 00 6 " " 9 00 6 " " 10 00 6 " " 11 00
Cities and towns between 10,000 and 30,000.....	\$11 00	6 mos. at \$ 9 00 6 " " 10 00	6 mos. at \$ 7 00 6 " " 8 00 6 " " 9 00 6 " " 10 00
Cities and towns between 4,000 and 10,000.....	\$10 00	6 mos. at \$ 8 00 6 " " 9 00	6 mos. at \$ 6 00 6 " " 7 00 6 " " 8 00 6 " " 9 00

The schedule for young girls may continue after the worker has passed the age of 18 years, but she shall in no case receive less than the wages prescribed for an inexperienced adult of her own age.

(2) *Part-time Payment* shall be calculated upon the proportion of the number of hours worked in any week to the number of hours in the normal weekly period at the exchange.

This order went into force May 15th, 1922.

## ORDER NO. 12.

In telephone systems throughout the Province outside of urban municipalities of 4,000 or more population.

(1) *Table of Minimum Weekly Wage Rates:*

No. of Subscribers	Experienced Workers	Inexperienced Workers
Less than 200.....	No rates prescribed	No rates prescribed
200 to 400.....	\$7 00	First 6 mos. at \$5 00 Second 6 " " 6 00
400 to 600.....	\$8 00	First 6 mos. at \$6 00 Second 6 " " 7 00
Over 600.....	\$9 00	First 6 mos. at \$7 00 Second 6 " " 8 00

Subscribers shall be reckoned by subscriber-stations of each exchange, excluding extension sets on the same premises. Experience at any exchange shall count.

(2) *Part-time Payment* shall be calculated upon the proportion of the number of hours worked in any week to the number of hours in the normal weekly period at the exchange.

This order went into force May 15th, 1922.

## FACTORIES

The factories are divided into a number of groups, which are given below. With the exception of the jewelry trades, all the factory orders have been standardized in the following regulations:

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population Groups	Experienced workers	Inexperienced adults (over 18 years)	Young girls (under 18 years)
City of Toronto.....	\$12 50	6 mos. at \$10 00 6 " " 11 00	6 mos. at \$ 8 00 6 " " 9 00 6 " " 10 00
Cities of 30,000 population or over.....	\$11 50	6 mos. at \$ 9 50 6 " " 10 50	6 mos. at \$ 8 00 6 " " 9 00 6 " " 10 00
Cities and towns between 5,000 and 30,000 population	\$11 00	6 mos. at \$ 9 00 6 " " 10 00	6 mos. at \$ 7 00 6 " " 8 50 6 " " 10 00
All below 5,000 population and rural parts.....	\$10 00	6 mos. at \$ 8 00 6 " " 9 00	6 mos. at \$ 6 00 6 " " 7 50 6 " " 9 00

No worker who begins as a young girl shall, after reaching the age of eighteen years, receive less than the wages prescribed for an inexperienced adult. The following regulations shall apply in all cases where minimum wage-rates are concerned.

(2) *Maximum of Inexperienced Employees*.—The number of inexperienced adults or young girls in any establishment shall not exceed one-third of the total female working force, nor the number of inexperienced adults and young girls together exceed one-half of the total female working force. Temporary employees, whose term of employment does not exceed one month, shall not be subject to this rule, nor be included in this calculation. This rule shall not apply where the female working force is four or less.

(3) *Piece-work*.—The wages paid to each time-worker and to each piece-worker during the first six months' employment in the industry shall conform to this order. In the case of piece-workers of more than six months' experience, it is sufficient if at least 80 per cent. receive wages conformable to this order.

(4) *Averaging Piece-work Rates*.—The wage rates may be averaged for any piece-worker, provided that the average is maintained at each payment. Wages



received before this order became effective, or more than three months before the date of the payment concerned, shall not be considered in any such calculation.

(5) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(6) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent. Piece-workers shall be paid at a rate not less than that fixed for the class to which they belong.

The factory groups, with the dates when the orders were issued are as follows:

#### ORDERS Nos. 13, 14, 15, 16.

The textile trades, which include weaving, knitting, spinning and allied processes. These orders came into force on August 1st, 1922.

#### ORDERS Nos. 17, 18, 19, 20.

The needle trades, which include the making of garments, tents, awnings, flags and allied machine sewing trades.

These orders came into force, October 16th, 1922.

#### ORDERS Nos. 21, 22, 23, 24.

Governing the following trades:

Drugs, chemicals, pharmaceutical or toilet preparations, dyes, inks, shoe-blackening or polish, mucilage, medicines, non-corrosive acids and non-hazardous chemicals or chemical preparations.

These orders came into force, February 1st, 1923.

#### ORDER No. 28.

Governing boot and shoe and all other leather trades.

This order came into force September 1st, 1923.

#### ORDER No. 30.

The electrical trades.

This order came into force, January 1st, 1924.

#### ORDER No. 34.

The food trades: including the making of confectionery, biscuit, chocolate, jam, gum, grocery specialties, crushed fruit, syrup, pickles, together with bakeries, packing-houses and all allied industries (excepting seasonal canneries.)

This order includes part of Order No. 2 which went into force August 1st, 1921. The later part of this order came into force October 1st, 1924.

#### ORDER No. 36.

The tobacco trades.

This order came into force October 1st, 1924.

#### ORDER No. 37.

The rubber trades.

This order came into force October 1st, 1924.

## ORDER No. 39.

The paper trades: which include printing, book-binding, paper box making, paper bag making, manufacturing stationery, and other trades making paper or paper products.

This order includes part of order No. 2, which went into force August 1st, 1921. The later part came into force November 15th, 1924.

## ORDER No. 35.

Miscellaneous order: governing all factory trades not dealt with in other orders (excepting seasonal canneries).

This order came into force October 1st, 1924.

## ORDER No. 38.

The jewelry trades.

This order is the same as the other factory orders, with the exception of clause (1) for which is substituted the following:

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population Groups	Experienced workers	Inexperienced adults (over 18 years)	Young girls (under 18 years)
City of Toronto.....	\$12 50	6 mos. at \$9 00 6 " " 10 00 6 " " 11 00	6 mos. at \$ 7 00 6 " " 8 00 6 " " 9 00 6 " " 10 50
Cities of 30,000 population or over.....	\$11 50	6 mos. at \$ 8 00 6 " " 9 00 6 " " 10 00	6 mos. at \$ 7 00 6 " " 8 00 6 " " 9 00 6 " " 10 50
Cities and towns between 5,000 and 30,000 population	\$11 00	6 mos. at \$ 7 50 6 " " 8 50 6 " " 9 50	6 mos. at \$ 6 00 6 " " 7 00 6 " " 8 00 6 " " 9 50
All below 5,000 population and rural parts.....	\$10 00	6 mos. at \$ 7 50 6 " " 8 50 6 " " 9 50	6 mos. at \$ 6 00 6 " " 7 00 6 " " 8 00 6 " " 9 00

No worker who begins as a young girl shall, after reaching the age of eighteen years, receive less than the wages prescribed for an inexperienced adult.

This order came into force October 1st, 1924.

## OFFICE WORKERS

## ORDER No. 25.

(1) *Minimum*.—No female employee of 18 years or over, having had one year's experience in an office shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Inexperienced Adults*.—No inexperienced female employee of 18 years or over shall be paid wages at less than the rate of Ten Dollars (\$10.00) per week



for the first six months of her employment in an office, and of Eleven Dollars (\$11.00) per week for the second six months, after which period of one year she shall be entitled to the full minimum wage of Twelve Dollars and fifty cents (\$12.50) per week.

(3) *Young Girls*.—No young girl under the age of 18 years shall be paid wages at a less rate than Eight Dollars (\$8.00) per week for the first six months of her employment in an office; Nine Dollars (\$9.00) per week for the second six months; and Ten Dollars (\$10.00) per week for the third six months; after which period of 18 months she shall be entitled to the full minimum wage of Twelve Dollars and Fifty Cents (\$12.50) per week. Any female employee who has been working a year or more in an office before reaching the age of 18 years shall be entitled to the full minimum wage of Twelve Dollars and Fifty Cents (\$12.50) per week upon reaching the age of 18 years; and if she has been working less than a year in an office when she reaches the age of 18 years she shall be entitled to the full minimum wage of Twelve Dollars and Fifty Cents (\$12.50) per week upon completing a year of work in an office. In no case shall any employee of 18 years or over be paid less than the rates fixed for inexperienced adults.

(4) *Diploma*.—An office worker presenting a diploma from an accredited business college or the commercial department of a high school shall be entitled to the full experienced adult minimum wage, and shall be exempt from regulations (2) and (3).

(5) *Maximum of Inexperienced Employees*.—The number of inexperienced adults or young girls in any establishment shall not exceed one-third of the total female working force, nor the number of inexperienced adults and young girls together exceed one-half of the total female working force. Temporary employees whose term of employment does not exceed one month shall not be subject to this rule, nor be included in this calculation. This rule shall not apply where the female working force is four or less.

(6) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(7) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

(8) *Temporary Workers*.—Temporary workers, whose term of employment is for less than two months, shall be paid at a rate not less than the adult minimum rate. Part-time shall be calculated on the basis of 48 hours per week.

This order came into force June 1, 1923.

## ORDER No. 26.

Throughout the Province, excepting Toronto.

(1) *Minimum*.—No wage shall be less per week than is set forth in the following table:

Population groups	Experienced Workers (over 18 years)	Inexperienced adults (over 18 years)	Young girls (under 18 years)
Cities over 30,000.....	\$12 00	6 mos. at \$10 00 6 " " 11 00	6 mos. at \$8 00 6 " " 9 00 6 " " 10 00
Cities and towns between 10,000 and 30,00.....	\$11 00	6 mos. at \$9 00 6 " " 10 00	6 mos. at \$7 00 6 " " 8 00 6 " " 9 00
Cities and towns between 4,000 and 10,000.....	\$10 00	6 mos. at \$8 00 6 " " 9 00	6 mos. at \$6 00 6 " " 7 00 6 " " 8 00
Towns and villages between 1,000 and 4,000.....	\$ 9 00	All inexperienced 6 mos. at \$6 00 6 " " 7 00 6 " " 8 00	
All below 1,000 and rural parts	\$ 8 00	6 mos. at \$6 00 6 " " 7 00	

No worker who begins as a young girl shall, after reaching the age of eighteen years, receive less than the wages prescribed for an inexperienced adult.

(2) *Maximum of Inexperienced Employees*.—The number of inexperienced adults or young girls shall in neither case exceed twenty-five per cent. (25%) of the total female working force except where the total female working force is less than four.

(3) *Diploma*.—An office worker presenting a diploma from an accredited business college or the commercial department of a high school shall be entitled to the full experienced adult minimum wage.

(4) *Temporary Workers*.—Temporary workers, whose term of employment is for less than two months, shall be paid at a rate not less than the adult minimum rate. Part time shall be calculated on the basis of 48 hours per week.

(5) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(6) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

This order came in force July 1st, 1923.



## HOTELS, RESTAURANTS AND REFRESHMENT ROOMS

## ORDER No. 27.

In Toronto.

(1) *Minimum*.—No female employee shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Hours*.—A female employee who works thirty-six (36) hours per week or longer shall receive the full weekly minimum, but if she works less than thirty-six (36) hours per week she may be paid at rate of twenty-five (25) cents per hour.

(3) *Overtime*.—A female employee who works more than fifty (50) hours per week shall be paid at a rate not less than Twenty-five (25) Cents per hour for all time beyond the fifty (50) hour period.

(4) *Apprentices*.—There shall be no reduction of these rates for apprentices.

(5) *Allowance for Board and Lodging*.—Lodging shall not be charged for in excess of a rate of Two Dollars (\$2.00) per week, nor board in excess of a rate of Five Dollars (\$5.00) per week, nor single meals in excess of a rate of Twenty-five (25) Cents per meal.

(6) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost.

(7) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

This order came into force September 1st, 1923.

## ORDER No. 40.

In cities over 30,000 population, excepting Toronto. This order does not apply to hotels.

(1) *Minimum*.—No female employee shall be paid wages at a less rate than Twelve Dollars (\$12.00) per week.

(2) *Hours*.—(a) An employee working thirty-six hours or more per week, shall be paid at least the full minimum of Twelve Dollars (\$12.00) per week. If she works more than fifty hours a week, she will be paid in addition at least Twenty-four (24) Cents per hour for all time over fifty hours. Short-time for employees regularly working a full week shall be calculated in proportion to the normal length of the weekly period.

(b) An employee regularly working less than thirty-six hours per week shall be paid at a rate not less than Twenty-four (24) Cents per hour.

(3) *Apprentices*.—There shall be no reduction of rates for apprentices.

(4) *Allowance for Board and Lodging*.—Lodging shall not be charged for in excess of a rate of One Dollar and a Half (\$1.50) per week, nor board in excess of a rate of Four Dollars and a Half (\$4.50) per week, nor single meals in excess of a rate of Twenty-five (25) Cents per meal.

(5) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost.

(6) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

(7) *Definition*.—Employees serving light drinks and ice cream from counters are classed as saleswomen and do not come under this order.

This order came into force September 15, 1925.

As regards Orders No. 27 and 40, employees serving light drinks and ice cream from counters are classed as saleswomen and do not come under these orders.

## CUSTOM MILLINERY IN TORONTO

## ORDER No. 41.

(1) *Minimum*.—No experienced employee shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Apprentices*.—No inexperienced employee shall be paid wages at less than the rate of Six Dollars (\$6.00) per week for the first six months, Seven Dollars (\$7.00) per week for the second six months, Eight Dollars (\$8.00) per week for the third six months, Nine Dollars (\$9.00) per week for the fourth six months, Ten Dollars (\$10.00) per week for the next twelve months, and after this three years' apprenticeship the full minimum wage. In computing any six months' period an employment of ten weeks or longer shall be sufficient for that period.

(3) *Proportion of Apprentices*.—In any establishment of four or more employees the number of apprentices shall not exceed one-third of the total number. Temporary employees whose term of employment does not exceed one month shall not be reckoned in this calculation.

(4) *Deductions for Absence*.—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(5) *Definition*.—This order applies to milliners and millinery apprentices in shops and work-rooms, but not in factories.

This order came into force January 1st, 1926.

## HAIRDRESSING OR MANICURING ESTABLISHMENTS, BEAUTY PARLOURS AND SIMILAR OCCUPATIONS

## ORDER No. 42.

In Toronto.

(1) *Minimum*.—No experienced female employee shall be paid wages at a less rate than Twelve Dollars and Fifty Cents (\$12.50) per week.

(2) *Learners*.—The wages paid to inexperienced workers shall not be less than is herein set forth: First three months, a probationary period, no stipulated amount; second three months, Six Dollars (\$6.00) per week; third three months, Eight Dollars (\$8.00) per week; fourth three months, Ten Dollars (\$10.00) per week, after which period of twelve months she shall be considered an experienced employee.

(3) *Schools*.—An inexperienced employee who has had three months or more instruction in a school which teaches any of the occupations governed by this order shall be exempt from the probationary period.

(4) *Maximum of Inexperienced Workers*.—The number of inexperienced employees in any establishment shall not exceed one-fourth of the total number of female employees. This rule shall not apply where there are less than four female employees.

(5) *Deductions for Absence*.—No deductions below the minimum wage line shall exceed the value of the time lost.

(6) *Waiting*.—An employee required to wait on the premises shall be paid for the time thus spent.

This order shall come into force and be effective on August 1st, 1926.

## THEATRES AND AMUSEMENT PLACES

Orders Nos. 32 and 33.

(1) *Minimum Wage*.—No female employee shall be paid wages at a less rate than is set forth in the following table. In the case of an employee working less than (40) hours per week she may be paid on the hourly basis. No working period shall be reckoned for payment as less than two hours.

Population Groups	Rate per Week	Rate per Hour
Toronto.....	\$12 50	30
Cities over 30,000 excepting Toronto.....	\$12 00	27
The rest of the Province.....	\$11 00	25

(2) Order No. 32 for Toronto went into force in April 14, 1924.

Order No. 33, for the rest of the Province, went into force June 1, 1924.

NOTE.—The following are also included within the Office-Workers orders, Nos. 25, 26: female employees who meet the public as cashiers, checkers, ticket-sellers, appointment clerks, information clerks, attendants in professional offices, and in occupations involving similar services, and who are not included in any previous order.

In force from May 21, 1926.



## INDEX

*Note.*—It is impossible to list all the factory trades, but all are covered. The nature of the product will show the classification, as "Food," "Paper," etc. Those in no other group are "Miscellaneous."

INDUSTRY	No. of Orders	Page	INDUSTRY	No. of Orders	Page
Abattoirs . . . . .	34	9	Ice Cream, Manufacture of	34	9
Artificial Flowers . . . . .	35	10	Inks . . . . .	21, 22, 23, 24	9
Art Novelties . . . . .	35	10	Jams, Jellies . . . . .	34	9
Auto Tops, and Trimmings	17, 18, 19, 20	9	Jewellery . . . . .	38	10
Aluminum Products . . . . .	35	10	Knitting . . . . .	13, 14, 15, 16	9
Bags . . . . .	35	10	Laundries . . . . .	31	2
Bakeries . . . . .	34	9	Leather Products . . . . .	28	9
Beauty Parlors . . . . .	42	14	Machine Sewing . . . . .	17, 18, 19, 20	9
Biscuits . . . . .	34	9	Manicuring . . . . .	42	14
Bookbinding . . . . .	39	10	Medicines . . . . .	21, 22, 23, 24	9
Boots and Shoes . . . . .	28	9	Mica . . . . .	35	10
Brass and Copper Ware . . . . .	35	10	Millinery . . . . .	41	14
Brooms, Brushes, etc. . . . .	35	10	Miscellaneous . . . . .	35	10
Cashiers, etc. . . . .	25, 26	10, 12, 15	Mucilage . . . . .	21, 22, 23, 24	9
Celluloid Products . . . . .	35	10	Needle . . . . .	17, 18, 19, 20	9
Cereals . . . . .	34	9	Office Workers . . . . .	25, 26	10, 11, 12, 15
Chemical preparations . . . . .	21, 22, 23, 24	9	Optical Supplies . . . . .	38	10
Chocolate, Manufacture of	34	9	Paper Products . . . . .	39	10
Clothing . . . . .	17, 18, 19, 20	9	Pens, Pencils . . . . .	35	10
Confectionery . . . . .	34	9	Pharmaceuticals . . . . .	21, 22, 23, 24	9
Crushed Fruits . . . . .	34	9	Phonograph Records . . . . .	35	10
Dairies . . . . .	34	9	Pickles, etc., . . . . .	34	9
Dental Supplies . . . . .	38	10	Polishes . . . . .	21, 22, 23, 24	9
Department Stores . . . . .	29	6	Printing . . . . .	39	10
Drugs . . . . .	21, 22, 23, 24	9	Radios . . . . .	35	10
Dry Cleaning Establish- ments . . . . .	31	2	Razor Blades . . . . .	35	10
Dyes . . . . .	21, 22, 23, 24	9	Refreshments, selling from counter . . . . .	3, 6	3, 4, 5, 6
Dye Works . . . . .	31	2	Restaurants (See Order No. 40) . . . . .	10, 29	13, 5, 6
Elastic Hosiery . . . . .	21, 22, 23, 24	9	Refreshment Rooms . . . . .	27, 40	13
Electrical fixtures and sup- plies . . . . .	30	9	Retail Stores . . . . .	3, 6, 10, 29	3, 4, 5, 6
Fireworks . . . . .	35	10	Rope and Binder Twine . . . . .	13, 14, 15, 16	9
Fishing Tackle . . . . .	35	10	Rubber Products . . . . .	37	9
Food Products . . . . .	34	9			
Glassware . . . . .	35	10			
Grocery Specialties, Manu- facture of . . . . .	34	9			
Gum . . . . .	34	9			
Hairdressing . . . . .	42	14			
Hotels . . . . .	27	13			

INDUSTRY	No of Orders	Page
Scrap Dealers.....	35	10
Silverware.....	39	10
Soaps, Cleaners.....	21, 22, 23, 24	9
Soda Straws.....	35	10
Soft Drinks, Manufact- ure of.....	34	9
Spices, Flavorings.....	34	9
Spinning.....	13, 14, 15, 16	9
Stationery.....	39	10
Steel and Iron Goods....	35	10
Syrup, Manufacture of...	34	9
Teas, Coffee and Cocoas...	34	9
Telephones.....	11, 12	7

INDUSTRY	No. of Orders	Page
Tents and Awnings.....	17, 18, 19, 20	9
Textiles.....	13, 14, 15, 16	9
Theatres, etc.....	32, 33	15
Tobacco.....	36	9
Toilet preparations.....	21, 22, 23, 24	9
Undertaker's Supplies.....	35	10
Varnishes, Paints, etc.....	35	10
Weaving.....	13, 14, 15, 16	9
Wire Goods.....	35	10
Wood Novelties.....	35	10

















